

HR CONNECTIONS

A Quarterly Newsletter of the Department of Human Resources



Welcome to the September 2006 edition of HR Connections. As we approach the fall season our thoughts turn toward end of the summer celebrations, the start of the NFL and college football seasons, major league baseball playoffs, tailgating, and the changing of the leaves resulting in the breathtaking array of colors that are symbolic of this season.

While many of us are fortunate to be able to enjoy the variety of events and activities this season presents we cannot afford to forget those who, through no fault of their own, cannot.

Unfortunately, this season also poses the threat of hurricanes and tornados for many. Tropical storms that threaten our coastline are sobering reminders of the events of a little over a year ago. Many persons in Louisiana and Mississippi have yet to rebuild their lives in the aftermath of the destruction and devastation of "Hurricane Katrina". While reminders of "Katrina" are often times difficult, emotional and challenging, they bring to mind two considerations that relate to this edition of HR Connections.

First, since many of this edition's articles feature "safety", it is imperative that we become familiar with and practice the necessary steps to be taken in the event of severe weather emergencies. These precautions could very well be a life saver. Second, please consider the needs of others who may be impacted by unforeseen events as we prepare to make our contributions towards the combined charitable campaign. Contributions to the social service agencies and federations that benefit from the campaign go a long way toward alleviating the devastation wrought by disasters. Thank you in advance for your generous support.

Finally, please remember to mark Tuesday, October 17th on your calendar as we prepare to convene our fourth Citywide Human Resources Conference.

**Chester C. Christie, Director
Human Resources Department**



Mayor Michael B. Coleman

September 28, 2006

WHAT'S INSIDE:

4th Annual HR Conference
Tuesday, October 17, 2006

COMING SOON!
2006 Benefits Fair!
Increasing awareness of
valuable employee benefits

**2006 Combined
Charitable Campaign**
September 18th - October 27th

**Employee Celebrates
Huge Loss!**
A Healthy Success Story

Running Late?
Speeding is not the Answer
Drivers endangering themselves
and others

Consider This...

*"If you think you are too
small to be effective,
try being bit by a
mosquito!"*



TOGETHER WE SUCCEED
You Are An Essential Piece

4th Annual Citywide Human Resources Conference

Who: Human Resources and
Payroll Professionals

When: Tuesday, October 17, 2006
7:30 am - 4:00 pm

Where: Police Training Academy
1000 Hague Avenue
Columbus, Ohio

Space is limited, so ensure your participation in this year's conference by completing and submitting your conference registration today! Registration due by October 6th.

RUNNING LATE? Speeding Is Not the Answer

In 2005 in Franklin County, 10 individuals were killed due to Red Light Running and Stop Sign Running. Each year, more than 1,758 persons are injured in Columbus due to red light running and more than 3,800 vehicles are damaged. With more than 1,100 signalized intersections in Columbus, this creates a serious safety problem. When traffic laws are disobeyed, drivers endanger themselves and others. Crashes occur when drivers speed up to "beat the light" in anticipation of the light changing to RED, instead of slowing down to make a safe stop.

The "Columbus Focus on Safety Program" is designed to dramatically reduce red light running. The City of Columbus has implemented automatic red light enforcement as a supplement and aid to traditional enforcement. Photo red light cameras have been placed at intersections with the highest incidents of red light running crashes.

The registered owner of a vehicle photographed running a red light will receive, by U.S. mail, a citation for \$95.00. To avoid fines, a car crash or worse, drive defensively at all times and follow these simple safety tips provided by Columbus Public Health:

- Watch out for motorists running red lights every time you come to an intersection.
- Relax. Take a deep breath, talk with someone, listen to music. Getting stressed and upset will not get you there any faster.
- Don't drive when you are angry, upset or overly tired.
- Plan ahead to avoid the worst traffic.
- Allow yourself plenty of time.
- Go ahead and be late. It won't kill you to be 10 minutes late but it might kill you or someone else if you drive aggressively.
- Treat others the way you would like to be treated. Safe driving encourages other drivers to be safe. Aggressive driving influences others to drive aggressively.

National Stop on Red Week may have already come and gone, but it is important that we do not forget: Speeding is not the answer. The light is red for a reason...So Stop!

OPERS Seminars

Citywide Office of Training and
Development

Citywide Office of Training and Development
Will offer the following OPERS Seminars:

Providing Long-term Awareness (PLAN)
March 20, 2007 and October 18, 2007
(Must have more than 5 years to retirement)

Retirement Awareness Program (RAP)
April 10, 2007 and November 14, 2007
(Must have less than 5 years to retirement)

Over 1,000 CITY EMPLOYEES TRAINED IN CPR/AED ARE YOU ONE OF THEM?

Information provided by Mugsy Reynolds, Project Second Chance

The number of city employees trained in CPR/AED continues to rise. So do the number of AED's in city facilities. Robert Bullock is a city employee who owes his life to his co-workers and this life-saving device.

On July 19, 2006 Mr. Bullock lost consciousness and fell backwards down three stairs, striking his head on concrete. His co-workers obtained a key to the trauma cabinet, immediately informed the emergency response team of the situation, and called 9-1-1.

Mr. Bullock was unconscious, without a pulse and in need of oxygen. A co-worker opened his airway, administered oxygen, then used the automated external defibrillator (AED) to administer shocks to restart Mr. Bullock's heart. When the ambulance arrived, Mr. Bullock was breathing and had a strong pulse. One member of the rescue squad said he owed his life to the quick and professional action of his co-workers. "The quick action of his co-workers and having the AED unit on hand clearly helped save Bob Bullock's life," said Acting Plant Manager Dean Posekany.

To date, over 1,000 city employees are trained in the American Heart Association CPR/AED 2-year certification program with several hundred more employees signed up to receive training yet this year. The City currently has 64 AED's in various public facilities including all sports complexes, golf courses, and city buildings most frequented by the public including City Hall, the Utilities Complex, and the Municipal Courthouse.

Could you use CPR or an AED to save the life of a friend or co-worker? Classes begin October 25, 2006. Contact the Citywide Office of Training and Development at 645-8294 for more details.

Mark Your Calendars! 2006 Benefits Fair!

Wednesday, November 1st
8 am - 1 pm
Transportation Conference Center - FREE PARKING
1881 E. 25th Avenue
Rooms A, B and C

Thursday, November 2nd
8 am - 1 pm
Citywide Training Facility - FREE PARKING
750 Piedmont Avenue

Tuesday, November 7th
7:30 am - 1 pm
Utilities Complex
910 Dublin Road, 1st Floor
Library, Auditorium, Training Facility

Wednesday, November 8th
7:30 am - 1 pm
Columbus Health Department
240 Parsons Avenue
Auditorium

Thursday, November 9th
8 am - 1 pm
Police Headquarters
120 Marconi Boulevard
Room 116



An All-American Giving Community

2006 Combined Charitable Campaign

Please join us in giving!
Together we can make a difference,
one contribution at a time!

Campaign begins September 18th and
runs through October 27th. Contact
Tina DeFluiter at 645-5960 for
additional information.

EMPLOYEE CELEBRATES HUGE LOSS!

Jason Wilt, a Tradeshelper in Public Service, is celebrating a huge loss. In the last six months, Jason lost 95 pounds by following a disciplined diet and exercise regimen. He was inspired to lose the weight for health reasons, and even more importantly because he wanted to make sure he was alive to see his 3 year old daughter, Sydney, graduate from school.

In June, Jason entered a six-week contest where he lost more than anyone did at his gym and his pant size went from a 42 to 34. Jason would arrive at the gym at 5:00 am every morning and worked with a personal trainer whom he attributes his success. Dedication and hard work mixed with a good diet and exercise truly made a difference in Jason's life. He says his biggest obstacle was getting started, but now knows that his biggest reward will be living longer. Congratulations, Jason!

City employees are eligible for numerous fitness club discount programs. For details, contact Tina DeFluiter at 645-5960. Do you have a healthy success story? We'd love to hear from you. Please send e-mail to Angela Burks at amburks@columbus.gov

FITNESS CLUB DISCOUNT PROGRAMS



Employees are eligible for the exclusive Lifestyle Corporate Membership Program. \$29.99/mo. includes the use of 36 Lifestyle Clubs and your

choice of Child Care or Studio Cycling Classes. Contact Sue for more information: SCHI@LFF.com or by phone 218.6610.



Premier Sports Clubs are offering City of Columbus employees \$49/mo. primary membership, \$18/mo. for spouse, \$10/mo. for child, plus tax. For more information visit www.PremieratSawmill.com or www.WestervilleAthleticClub.com

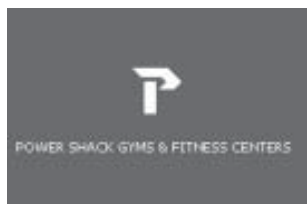


Grant Health and Fitness Center is offering employees memberships starting at \$43/mo. For more information call 614.566.9880.



NEW!

Curves is offering a \$29 one time service fee and \$29/mo. plus tax. Must be automatically withdrawn from a checking, savings, or credit card account. Contact Julie Friend at 738.1983 or send e-mail to curvesdowntowncolumbus.com



Power Shack Fitness Centers is offering Preferred Company rates of 1 year EFT \$27/mo, month to month \$29/mo, paid

up front \$299, each family add on \$15/mo, Group/Spin classes \$7/mo, over 30% off standard pricing. For monthly specials and more visit www.powershackfitness.com.



A special corporate discount program is available at World Gym for City of Columbus employees. \$28/mo. (through *CheckFree*), \$20/mo. for family (12-21), with 12 month commitment. One-time \$49 processing fee applies. For more information, contact Lynn Jacobs at lynn@corpwellnessohio.com or by calling 614.288.8899.



NEW!

Lifetime is offering a \$79.24 one time enrollment fee and \$49.95/mo. Contact Eric Kaltenborn via e-mail at EKaltenborn@LifeTimeFitness.com or call 428.6000 or 470.9113.

REVISED Safety Skill Development Program

The Safety Skills Program previously offered through the Citywide Office of Training and Development has been revised and enhanced to provide more valuable and up to date information to improve ones skills in the area of safety and a healthy work environment.

To register for the Safety Skill Program, or obtain additional information, talk to your departmental Safety Manager. The Citywide Office of Training and Development offers nine skill development programs. If you are interested in improving your skills, call the office of Training and Development at 645-3059 or visit the Citywide Training intranet site.

New 4th Quarter Trainings

Hispanic Cultural Awareness
Planning and Conducting Meetings
Records Update
Somali Cultural Awareness
Spanish Language

Please visit the
Citywide Training Intranet site or
refer to the October-December
Citywide Training Employee Course
Offerings Booklet

How Would You Like To Spend Your Retirement?

Walker, David, Facing Facts about America's and Americans' Financial Future, Part I., Retirement Counseling March 2006

“Given current trends, many baby boomers may need to defer retirement and work longer, even if only part time, to maintain their standard of living into their 60s, 70s, and beyond. Many experts predict that fewer workers will retire outright, and more and more workers will transition from full-time jobs to part-time employment before retiring. Fortunately, as workforce growth slows in the coming decades, employment opportunities for many of America's seniors should also increase. Unfortunately, little is being done to encourage older workers to stay on the job.”

Would you like to reduce your standard of living, work longer or save for retirement? It is important to take additional measures to help ensure your retirement years are more comfortable and assist with future income needs.

The Ohio Public Employees Deferred Compensation Program is a voluntary supplemental retirement plan that provides for tax-deferred contributions above and beyond those associated with the Ohio retirement systems. We are here to help you obtain your financial goals. Take advantage of your tax deferred retirement account with the Ohio Public Employees Deferred Compensation Program. Get started or increase your contributions today! Please contact us at 1-877-644-6457 or visit us on the web at www.ohio457.org for additional information.

CONGRATULATIONS!

Cynthia Allen

RETIRED

September 15, 2006

***30 years of dedicated service to the
City of Columbus!
Best Wishes!***



WELCOME FALL WELCOME CHANGE!

It's that time of year when many changes take place, and we're forced to transition ourselves. This is true not only for students returning to school, but for adults as well who are adjusting to the change of seasons, the return to regular schedules following summer vacations, and the increase in commitments, work projects and activities. Change is rarely comfortable for anybody; however, here are a few tips we can all follow to help ease into new routines:

Keep your cool: Maintaining flexibility and a sense of calm helps manage the stress of busy schedules and new responsibilities. Try not to get too frustrated by the little things, and especially by things that are out of our control. Focus instead on what you do have control over. Make sound decisions about what is realistic. Keeping our cool is a terrific role model for our children as well. **Be planful:** Make lunches and lay out the next day's clothes with younger children the night before; review the next days' schedule before leaving work for the day; hold a family meeting early in the week to review the family's activities for the week and make a plan for who will be driving, who is car pooling, etc. Keep a large family calendar in a central place like the refrigerator that keeps track of all activities. Try to schedule family dinners when possible. **Just say no:** Choose commitments wisely. Pay attention to energy levels, getting enough rest and building in "down times" to re-charge. It's ok to say no sometimes. Instead of being in charge of an entire event, offer to do one part, like making or buying cookies for the teacher appreciation dinner instead of being in charge of the whole thing. **Ask for help:** Enlist the support of others and delegate. The most successful teams are the ones where each member is contributing. This is true for families as well. If you are feeling frazzled by doing "everything", begin by finding one or two things that you can let go of. Make a chore list at home and have each family member choose which ones are their responsibility.

Changes can be exciting and energizing, IF we follow a few simple guidelines.

For more information on these, or other ways to deal with life effectively, call your CITY EAP at 645-6894.

Are you tired of receiving offers like this:

"You have just been preapproved for a Federal Consolidation Loan and may be eligible for significant cash incentives!"

You can choose to stop receiving "prescreened" offers such as this. Prescreened offers of credit are based on information in your credit report indicating that you meet certain criteria for a loan. These offers are not guaranteed!

If you do not want to receive prescreened offers call Equifax toll-free at 1-888-5OPTOUT; or write: Equifax Options, P.O. Box 740123, Atlanta, GA 30374-0123.

IMPORTANT PHONE NUMBERS

United HealthCare (Medical)	1-800-681-3849
Claims, Pharmacy/UHC Mail Order (MEDCO), Pre-certification	
Optum/Nurseline.....	1-877-365-7922
United Behavioral Health.....	1-800-358-0365
Behavioral health, substance abuse, psychiatric treatments	
Website.....	www.myuhc.com
AETNA (Dental)	1-800-879-4337
Website.....	www.aetna.com
Vision Service Plan (Vision)	1-800-877-7195
Website.....	www.vsp.com
AETNACOBRA: Continuation Benefits.....	1-800-429-9526
AETNA: Short-term Disability.....	1-503-937-0302
Claim Questions.....	1-866-282-8495
Filing a Claim: Contact the Human Resources Department,	
Risk Management Division at 645-8065, or Payroll.	
AFLAC.....	614-761-1342
Deferred Compensation.....	1-877-644-6457
Deferred Compensation Website.....	www.ohio457.org
Colonial Life.....	1-800-272-5025
OPERS.....	1-800-222-7377
EAP.....	614-645-6894
City Website.....	http://www.columbus.gov
Intranet.....	http://Intranet/Agencies/Human Resources

HR Connections

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